

6UmYfbg' ? Ø\ Y`fY]hYb`XYb`5i Zk ÀfhghfYbX.
A]`W`Y]ghi b[`ghY][h`k Y]hYf`

6UmYfbg`A]`W`Y]ghi b[`ghY][hž`XcW`V`Y]Vh`i bhYf`XYa
6i bXYgXi fW`gW`b]hh`9]b`6`W`Ui ZX]Y`9bhk]W`i b[Yb`i bX
<YfUi gZcfXYfi b[Yb`]a`GY`hcf"



6UmYfbž`8Yi hgW`UbX`!`8]Y`A]`W`dfcXi`_h]cb`]b`6UmYfb`U`h]g]W`
]b`XYb`Y`hnhYb`]U`fYb`j`YfVYggYfhi`bX`j`YfnY]W`bYh`Y]bYb`5bgh]Y`
]b`XYf`Xi`fW`gW`b]hh]W`Yb`A]`W`Y]ghi b[`dfc`?`i` \`" `a`]U`f`&\$&` `U`
X]Y`A]`W`Y]ghi b[`dfc`?`i` \`]b`6UmYfb`VY]`+`+`*`*`?`]c[fUa`a`ž`k`Ug`
Y]bYb`Ni`k`UW`g`j`cb`%`&)`'`?`]c`]bbYf`U`V`XYf`Y`hnhYb`nY`b`]U`fY`
XUfghY`h`8Yb`bc`W`V`Y]Vh`XYf`VUmYf]gW`Y`8i`fW`gW`b]hh`]bhYf`XYa`
XYi`hgW`UbX`k`Y]hYb`8i`fW`gW`b]hh`ni`fØW`ž`XYf`Y`hk`U`%`\$`\$`\$`?`]c`
&Ø\Yf`Y] [hž`k`]Y`**DBD**`VYf]W`hYh"

9]b` ;` fi`bX`ZØf`X]Y`[`Yf]b[`YfY`A]`W`Y]ghi b[`]b`6UmYfb`_Öb`bhY`X]Y`
Ghfi`_hi`f`XYf`A]`W`j`]Y`\\U`hi`b[`gY]b`8]YgY`]gh]b`6UmYfb`
_Y]bghfi`_hi`f]YfhYf`i`bX`k`Y]ghY]bYb`c`Yb`5bhY]`Ub`
BYVYbYfk`YfVgVYhf]YVYb`Ui`Z`6Y]`[`fØ»`YfYb`6Yhf]YVYb`]b[`Y[`Yb`

]gh`Y]bY`]bhYbg]j`Y`DfcXi`_]cbghYWXb]_`Xi`fWX`GdYn]U`]g]Yfi`b[`]ja`
A`UbU[`Ya`Ybhini`VYcVUWXhYb" `b`XYb`VUmYf]gWXYb`GhA`Yb`
Xca`]b]YfhXUg: `YW`j`]Y\`ž`XUg`gck`c\`ZØf`X]Y`A`]WX`!`U`g`Ui`WX`
: `Y]gWXYfnYi`[`]b[`]j`Yfk`YbXYh`k`]fX`/`U`YfX]b[`]g`Yfn]Y`Yb`<`c`ghY]b!`
F]bXYf` \ `Ø\YfY`A`]WX`Y]ghi`b[`]Yb"

6]c!A`]`WX`Y]b`6UmYfb

9]b`VYa`Yf`_Ybgk`YfhYf`5gdY`_h`XYf`VUmYf]gWXYb`A`]WX`dfcXi`_]cb`
]gh`XYf` \ `c\`Y`5bhY]`Ub`6]ck`UfYb`ž`k`cVY]` ,`ž`DfcnYbh`XYf`
[`Y`]YZYfhYb`A`]WX`U`g`V]c`c[`]gWXY]b[`]Yghi`Zh`k`]fX" `8`Ug`]gh`
XYi`hgWX`UbXk`Y]h`XYf` \ `ØWX`ghY`K`Yfhž`XU`XYf`bUh]cb`U`Y`
8`i`fWX`gWX`b]hh`bi`f`VY]`Yhk`U`(`ž`DfcnYbh`Y[`]h" `5`YfX]b[`]g`nY][`Yb`
g]WX`Y]b`XYf`6]c\`U`hi`b[`]j`YfY]bnY`h` \ `c\`Y`@Y]ghi`b[`]Yb`ž`k`A` \ `fYbX`X]Y`
Xi`fWX`gWX`b]hh]WX`Yb`A`]WX`Y]ghi`b[`]Yb`Y]b`XYf`V]c`c[`]gWXYb`
@UbXk`]fhgWX`UZh]a`J`Yf[`]Y]WX`Y[`]Yf]b[`]Yf`Ui`gZU`Yb"

9]bY`gcf[`]gUa`ini`VYcVUWXhYbXY`9bhk`]W`_`i`b[`]gh`XYf`F`ØW`_`Ub[`]`
XYf`NU` \ `XYf`A`]WX`_Ø\`Y]b`6UmYfb" `9bXY`&\$&(`k`i`fXYb`%ž\$`*`
A`]`cbYb`A`]WX`_Ø\`Y[`]Yn`A` \ `hž`k`Ug`Y]bYa`F`ØW`_`Ub[`]i`a`i`&DfcnYbh`
]a`J`Yf[`]Y]WX`ni`a`J`cf`U` \ `f`Yb`hgdf]WX`h" `5`i`WX`X]Y`5bnU` \ `XYf`
A`]WX`k`]fhgWX`UZhgVYhf]YVY`]gh`a`]h`&&(`)`) `k`Y]hYf` \ `b`fØW`_`À`i`Z[`]i`bX`
 \ `Uh`i`a`i`ž`DfcnYbh`UV[`]Ybca`a`Yb" `Ni`a`J`Yf[`]Y]WX`i`a`i` \ `f`%`-`-`&`
n`A` \ `hY`6UmYfb`bc`WX`ZUgh`%\$`\$`\$`\$`A`]WX`VUi`Yfb"

A`Uf`_`hYb`hk`]W`_`i`b[`]Yb`i`bX

a`]`WX`k`]fhgWX`UZh`]WX`Y`HfYbXg

5`i`Z`6`i`bXYgYVYbY`nY][`h`XUg`6`i`bXYg]bZcfa`Uh]cbgnYbhf`i`a`
@UbXk`]fhgWX`UZh`fB`N`@`]b`gY]bYb`8`UhYb`ZØf`&\$&(`ž`XUgg`X]Y`
 \ `Y]a`]gWXYb`9fnYi`[`]Yf`fi`bX" ` %ž`A`]`cbYb`HcbbYb`A`]WX`Ub`X]Y`
A`c`_`YfY]Yb[`]Y`]YZYfh` \ `UVYb" `8`Yf`Xi`fWX`gWX`b]hh]WX`Y`A`]WX`dfY]g`ZØf`
_`cbj`Ybh]cbY`Y`A`]WX`U[`]i`&\$&(`VY]`(`,`ž%(`7Ybh`dfc`?)`c[`]fUa`a`ž`Y]b`
5bgh]Y[`]ja`J`Yf[`]Y]WX`ni`XYb`(`) `ž`(`7Ybh`XYg`J`cf`U` \ `fYg`
6]c`]YZYfUbhYb`Yf` \ `Y`hYb]ja`i`[`]Y]WX`Yb` \ `f`ZØf` \ `fY`A`]WX`),`ž\$`
7Ybh`dfc`?)`c[`]fUa`a`"

8Yg'K Y]hYfYb'k i fXY'Y]b'ghUV]Yf'?cbgi a 'j cb'?cbgi a a]W'a]h
 Y]bYa 'Dfc!?'cdZJYfVfUi W'j cb'(*ž&'?)'c[fUa a 'ZYgh[YghY''ž
 k À\fybX'XYf'JYfVfUi W'j cb'?ÀgY''Y]W'h'gh]Y['i bX'VY]'&) ž(
 ?]'c[fUa a 'dfc'?cdZ'U["'a ; Y[YbgUhn'XUni 'j YfnY]W'bYh'X]Y
 6i hYf'Y]bYb'FØW_[Ub['XYg'JYfVfUi W'g"

⊕'Y]bYa 'VfY]hYfYb'Yi fcdÀ]gW'Yb'?cbhYI h'k Uf'8Yi hgW'UbX'ja
 ⋈\f'&\$&\$'XYf'[fØ» hY'A]W'YfnYi [Yf'XYf'9I ž[YZc`[hj cb
 : fUb_fY]W'" ⊕g[YgUa h'VYhfi [Yb'X]Y'A]W'Y]ghi b[Yb'jb
 8Yi hgW'UbX'XUa U`g'' ' ž%A]`cbYb'HcbbYbžk À\fybX'X]Y'9I
]bg[YgUa h'%) &ž 'A]`cbYb'HcbbYb'A]W'YfnYi [hY''8]YgY'NU\`Yb
 j YfXYi h]W'Yb'X]Y'nYbhfU'Y'Fc''Y'XYf'A c`_YfY]k]fhgW'UZh'i]bbYf\U'V
 XYf'XYi hgW'Yb'9fbÀ\fi b[g]bXi ghf]Yž'X]Y'&\$&\$'Y]bYb
 DfcXi _h]cbgk Yfh]j cb'fi bX'%\$ž 'A]`UfXYb'9i fc'Y]bVfUW'hYž'k]Y'
 6A 9@'UbZØ\fh"

8]Y'HfYbXg']b'XYf'A]W'dfcXi _h]cb'nY][Yb'Y]bYb'Zcfhk À\fybXYb
 Ghfi _hi fk UbXY'ž'XYf'g]W'j b'XYf'?cbnYbhfUh]cb'XYf'6Yhf]YVY'gck]Y
 XYa '_cb]bi]Yf']W'Yb'FØW_[Ub['XYf'A]W'VUi Yfb'k]XYfgd]Y[Y'h"
 8]YgYg'Ni gUa a Ybgd]Y''j cb'ghY][YbXYb'@Y]ghi b[Yb'VY][fØ» YfYb
 6Yhf]YVYb'i bX'UVbY\ a YbXYb'6YghÀbXYb'j b'XYf'; YgUa hVfUbW'Y
 k]fZh: fU[Yb'ni f'Ni _i bZh'XYf'A]W'k]fhgW'UZh'i]b'6UmYfb'i bX
 8Yi hgW'UbX'Ui Z'

8YhU]`g	
C fh	6UmYfbž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "V`Y"XY • k k k "Va Y""XY

6Ygi W'Yb'G]Y'i bg'Ui Z.'b!U["bYh